



Chief Executive Officer – Canadian Water Network

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[Canadian Water Network](#) (CWN) was created in 2001 as a federally-funded Network of Centres of Excellence and incorporated as a not-for-profit organization in 2003. CWN's original mandate was to connect leading research on Canada's most challenging freshwater issues with decision makers who could put this knowledge into practice. CWN fostered multi-disciplinary collaboration within the research community and connected end users to projects, which led to improved water quality, reduced risks to public health, hundreds of millions in cost savings, and more than 100 policy and practice changes.

Today, CWN is an independent and self-sustaining not-for-profit led by a CEO whose purpose is to help communities get to the future they want by accelerating, advancing and improving water management decisions. The organization is driven by the need for aligned and meaningful connections across the water sector and beyond — particularly other sectors with related and adjacent interests — to achieve progress on complex environmental, social and economic challenges.

CWN initiatives create value in the form of curated knowledge and actionable insights, and is supported by the end users and decision makers in both the public and private sectors who rely on the insights provided and the connections enabled.

As the Canadian water landscape evolves and national, regional and local priorities shift, CWN is at the forefront of identifying opportunities where progress can be made and aligned efforts can have the most value, as well as what insights can help decision makers move forward.

The Opportunity

With the pending retirement of the incumbent, the search is under way for the new Chief Executive Officer (CEO). Directly accountable to the Board of Directors, the CEO is the senior executive leader responsible for the development and full execution of a comprehensive strategic plan. The CEO provides the internal and external leadership necessary to achieve organizational goals that align with CWN's purpose and vision. CWN is fundamentally relationship-based in its structure and function and the CEO serves as both a leader and highly visible "face" of the organization. Through the development and maintenance of a broad network of national and international connections, the CEO builds and maintains deep, impactful relationships with government, academia, private sector organizations, non-governmental and not-for-profit organizations across the country.

As a leader, the CEO encourages and oversees the adoption of a culture of inclusion, respect and innovation to ensure that CWN creates and delivers value in an environment that attracts and engages a strong team of staff and partners. The CEO ensures the adoption of business processes, approaches and technologies that will achieve the collective advancement of participants and partners towards their objectives. A strong and recognized communicator, the CEO serves as an authentic and trusted representative of CWN's purpose and positions, who can effectively further the organization's goals through engagement with media, the public, and partner organizations.

The CEO creates and maintains an environment where employees are encouraged to grow, develop and learn with an open, collaborative atmosphere that recognizes and welcomes diversity of backgrounds, perspectives and opinions.

Governments and communities across Canada and around the world are realizing now, more than ever, the critical, foundational importance of water issues and management. For this new leader, this represents a wonderful opportunity to lead a trusted and well-regarded organization with committed and engaged Board and staff, and to play a principal role in the launch of CWN's new strategic plan to advance its mandate and impact.

The role is based at CWN's office in Waterloo, Ontario, and offers a hybrid work arrangement.

The Ideal Candidate

The ideal candidate will demonstrate the following knowledge, experience, skills and attributes:

- Master's degree in relevant scientific and/or business disciplines
- Strategic and integrative thinker with strong and demonstrated ability to develop and curate insights; ensures that these insights are shared in a way that promotes their effective use
- Senior leadership experience with strong knowledge of trends within the water sector and other water-related sectors
- Track record for developing revenue strategies that are adaptable to changing political and business environments
- Leadership in change, growth and innovation; agile and adaptable and can rally internal resources and external partners around highly aspirational goals
- Expertise in developing, facilitating, convening and maintaining relationships, partnerships and collaborative networks within a broad set of stakeholders; maintains a high degree of diplomacy and insight
- Experience in organizational development with demonstrated success in promoting a culture of growth, learning, empowerment, innovation, collaboration, trust, inclusion, and diversity; strong interpersonal skills with a keen sense of prioritization
- Proven analytical, decision-making and planning ability
- Experience in public relations, government relations, public speaking and functioning in different languages and cultures are all considered strong assets

Contact Information

Should you have any questions regarding this important and meaningful opportunity, or wish to forward a cover letter and resume for consideration, please contact:

Chris Sawyer chris.sawyer@lhhknightsbridge.com / 416-640-4312

Caroline McLean caroline.mclean@lhhknightsbridge.com / 416.928.4539

CWN encourages applications from individuals reflecting the diversity of the community. CWN is committed to fair and accessible employment practices and when requested, will make reasonable effort to accommodate people with disabilities during the recruitment and assessment processes when filling positions. Should you wish to self-identify on an anonymous basis, you are welcome to do so using the link below. Submitting this form is entirely voluntary. Any information provided will remain strictly confidential and non-attributable, and will only be shared with CWN for employment equity purposes. <https://forms.office.com/r/3ZiUNKWpiZ>